

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF TENNESSEE

Eastern (Jackson) DIVISION

☒ Western (Memphis) DIVISION

Tonnie Malone Ward)

Plaintiff,)

vs.)

No. _____

City of Memphis, Solid)
Waste Management Division)
Defendant.)

COMPLAINT

1. This action is brought for discrimination in employment pursuant to *(check only those that apply)*:



Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (amended in 1972, 1978 and by the Civil Rights Act of 1991, Pub. L. No. 102-166) (race, color, gender, religion, national origin).

NOTE: In order to bring a suit in federal district court under Title VII you must first obtain a right to sue letter from the Equal Employment Opportunity Commission.



Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621 – 634 (amended in 1984, 1990, and by the Age Discrimination in Employment Amendments of 1986, Pub. L. No. 92-592, the Civil Rights Act of 1991, Pub. L. No. 102 -166)

NOTE: In order to bring a suit in federal district court under the Age Discrimination in Employment Act, you must first file charges with the Equal Employment Opportunity Commission.



Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 – 12117 (amended by the ADA Amendments Acts of 2008, Pub. L. No. 110-325 and the Civil Rights Act of 1991, Pub. L. No. 1102-166).

NOTE: In order to bring a suit in federal district court under the Americans with Disabilities Act, you must first obtain a right to sue letter from the Equal Employment Opportunity Commission.

JURISDICTION

2. Jurisdiction is specifically conferred upon this United States District Court by the aforementioned statutes, as well as 28 U.S.C. §§ 1331, 1343. Jurisdiction may also be appropriate under 42 U.S.C. §§ 1981, 1983 and 1985(3), as amended by the Civil Rights Act of 1991, Pub. L. No. 102-166, and any related claims under Tennessee law.

PARTIES

3. Plaintiff resides at:

1903 Black Mountain Drive Apt. 202
STREET ADDRESS
Shelby Tennessee 38119 (901) 830-8829
County State Zip Code Telephone Number

4. Defendant(s) resides at, or its business is located at:

125 North Main Room 628
STREET ADDRESS
Shelby Memphis Tennessee 38103
County City State Zip Code

NOTE: If more than one defendant, you must list the names, address of each additional defendant.

~~_____~~
~~_____~~
~~_____~~
~~_____~~
~~_____~~
~~_____~~

5. The address at which I sought employment or was employed by the defendant(s) is:

STREET ADDRESS

County City State Zip Code

6. The discriminatory conduct of which I complain in this action includes *(check only those that apply)*

☐

Failure to hire

☐

Termination of my employment

☐

Failure to promote

☐

Failure to accommodate my disability

☒

Unequal terms and conditions of my employment

☒

Retaliation

☒

Other acts *(specify)*: **Work Place Harassment, Discrimination, Hostile Threats, Sexual Harrassment, etc. Work Place**

NOTE: Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court.

7. It is my best recollection that the alleged discriminatory acts occurred on: **6/10/21 1/2/2021 - Present Day**

Date(s) **8/23/19, 9/21/19, 3/13/20, 3/16/20, 1/2/20, 4/15/20**

8. I believe that the defendant(s) *(check one)*: **2/25/20, 6/8/20, 12/4/20, 12/23/20**

☒

is still committing these acts against me.

☐is not still committing these acts against me.

9. Defendant(s) discriminated against me based on my:
(check only those that apply and state the basis for the discrimination. For example, if religious discrimination is alleged, state your religion. If racial discrimination is alleged, state your race, etc.)

☐ Race _____

☒ Color Black; (African Decent)

☒ Gender/Sex female;

☐ Religion _____

☐ National Origin _____

☐ Disability _____

☐ Age. If age is checked, answer the following:
I was born in _____. At the time(s) defendant(s) discriminated against me.

I was [] more [] less than 40 years old. (check one)

NOTE: Only those grounds raised in the charge filed the Equal Employment Opportunity Commission can be considered by the federal district court.

10. The facts of my case are as follows:

- ✓ I was sexually assaulted & harassed by my direct report Anthony Woodard and due to me reporting the assault I've been retaliated against by Anthony, other members of mgmt, EDI, etc. No resolve due to continued harassment or discrimination.
- ✓ I've been threatened with body harm from subordinates and their spouses + Employer will not address. I filed Police Report and recently an order of protection I file Report + w/HR/EDI on subordinate; no resolve
- ✓ I'm continuously harassed and discriminated against in my role because I'm a Woman
- ✓ I've contacted MED due to the threats against me that city leadership is orchestrating. EDI/HR will not address the discrimination against me (Attach additional sheets as necessary)
- ✓ I'm being stalked at my home. due to favorable relationship with
- NOTE: As additional support for your claim, you may attach to this complaint a copy of the (2) of the male individuals with longer Tenure w/ the City than I do
- ✓ Continuous plays w/ Union Labor to discriminate against me and work to end my employ⁴
- ✓

charge filed with the Equal Employment Opportunity Commission or the Tennessee Human Rights Commission.

11. It is my best recollection that I filed a charge with the Tennessee Human Rights Commission regarding defendant's alleged discriminatory conduct on: 6/16/2021

12. It is my best recollection that I filed a charge with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct on: 6/3/2021
Date

1/6/2020

Only litigants alleging age discrimination must answer Question #13.

13. Since filing my charge of age discrimination with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct. *(check one):*

☐

60 days or more have elapsed

☒

Less than 60 days have elapsed.

14. The Equal Employment Opportunity Commission *(check one):*

☒

has not issued a Right to Sue Letter.

☐

has issued a Right to Sue letter, which I **received** on _____
Date

NOTE: *This is the date you received the Right to Sue letter, not the date the Equal Employment Opportunity Commission issued the Right to Sue letter.*

15. Attach a copy of the Right to Sue letter from the Equal Employment Opportunity Commission to this complaint.

NOTE: *You must attach a copy of the right to sue letter from the Equal Employment Opportunity Commission.*

16. I would like to have my case tried by a jury:

☐

Yes

☒

No

WHEREFORE, plaintiff prays that the Court grant the following relief:

☐

direct that the Defendant employ Plaintiff, or

☐

direct that Defendant re-employ Plaintiff, or

☐

direct that Defendant promote Plaintiff, or

☒

order other equitable or injunctive relief as follows:

Cease the
Permissible Retaliation, Hostility, Bullying, Harassment

☐

direct that Defendant pay Plaintiff back pay in the amount of _____
and interest on back pay:

☒

direct that Defendant pay Plaintiff compensatory damages: Specify the
amount and basis for compensatory damages: _____

(Punitive Abuse) 5yr Salary Compensation for
Kerrie Malene Word

SIGNATURE OF PLAINTIFF

Date:

6/10/2021

7903 Black Mountain Drive

Address

Apt 202 Memphis, TN 38119
(901) 830-8829

Phone Number